

**KBJR-TV, KDLH, KRII**  
**EEO PUBLIC FILE REPORT**  
**August 1, 2020 - July 31, 2021**

**I. VACANCY LIST**

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources ("RS") Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
News Content Producer	1-3, 7-14, 16-24, 26-40	8
News Content Producer	1-3, 7-14, 16-24, 26-40	23
Meteorologist / Multimedia Journalist	2-3, 6-8, 10-14, 16-22, 24, 26-40	6
Maintenance Engineer	2-3, 5, 7-8, 10-14, 16-22, 24, 26-40	5
Local Sales Manager	2-3, 5, 7-8, 10-14, 16-22, 24, 26-40	5
Master Control Operator	2-4, 7-8, 10-14, 16-22, 24-40	10
Multimedia Journalist	2-3, 7-8, 10-14, 16-24, 26-40	23
Multimedia Journalist	2-3, 7-8, 10-14, 16-24, 26-40	10
Sports Anchor/Multimedia Journalist	2-3, 7-8, 10-14, 16-22, 24, 26-40	22
News Video Editor	2-3, 6-8, 10-14, 16-22, 24, 26-40	6
Account Executive	2-3, 7-14, 16-22, 24, 26-40	8
Account Executive	2-3, 7-14, 16-22, 24, 26-40	9
Assignment Editor	2-3, 7-8, 10-22, 24, 26-40	15
News Director	2-3, 7-8, 10-14, 16-22, 24, 26-40	10
KBJR Weekend Anchor/Multimedia Journalist	2-3, 5, 7-8, 10-14, 16-22, 24, 26-40	5
Weekend Newscast Director / Photographer	2-3, 5, 7-8, 10-14, 16-22, 24, 26-40	5
Master Control Operator	2-3, 5, 7-8, 10-14, 16-22, 24, 26-40	5

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS Over Reporting Period</b>
1	Careerbuilder.com 200 N. LaSalle Street Suite 1100 Chicago, Illinois 60601 Phone : 773-527-3600 Url : <a href="http://www.careerbuilder.com">http://www.careerbuilder.com</a> Rosemary Haefner Manual Posting	N	0
2	Collective Talent 1721 Richardson Place Tampa, Florida 33606 Phone : 813-254-9695 Url : <a href="http://www.collectivetalent.com">http://www.collectivetalent.com</a> Email : <a href="mailto:bille@michaelsmedia.com">bille@michaelsmedia.com</a> Michael Bille	N	0
3	College of St. Catherine 2004 Randolph Avenue St. Paul, Minnesota 55105 Phone : 651-690-6000 Url : <a href="http://www.stkate.edu/career">http://www.stkate.edu/career</a> Tina Wagner Manual Posting	Y	0
4	Current Employee	N	1
5	Current Employee/Internal Promotion	N	5
6	Employee Referral	N	2
7	Gustavus Adolphus College 800 West College Avenue St. Peter, Minnesota 56082 Phone : 507-933-7524 Email : <a href="mailto:careerfd@gustavus.edu">careerfd@gustavus.edu</a> Jill VanOsdol	Y	0
8	Indeed 6433 Champion Grandview Way Austin , Texas 78750 Phone : 800-462-5842 Url : <a href="http://www.indeed.com">www.indeed.com</a> Robert Faulkner Manual Posting	N	8

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9	KBJR On Air Announcement 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9658 Url : <a href="http://www.kbjr.com">http://www.kbjr.com</a> Kayla Martin Manual Posting	N	1
10	KBJR Website 246 South Lake Avenue Duluth, Minnesota 55802 Phone : 218-720-9642 Url : <a href="http://www.kbjr.com">http://www.kbjr.com</a> Kayla Martin Manual Posting	N	5
11	KTIV- Kathy Clayton 3135 Floyd Blvd Sioux City, Iowa 51108 Phone : 712-226-5420 Email : <a href="mailto:kclayton@ktiv.com">kclayton@ktiv.com</a> Kathy Clayton	N	0
12	KTTC- Jodi Neyens 6301 Bandel Rd NW Rochester, Minnesota 55901 Phone : 507-535-8904 Email : <a href="mailto:jneyens@kttc.com">jneyens@kttc.com</a> Jodi Neyens	N	0
13	KWWL- Sandy Youngblut 500 East 4th St Waterloo, Iowa 50703 Phone : 319-291-1259 Email : <a href="mailto:syoungblut@kwwl.com">syoungblut@kwwl.com</a> Sandy Youngblut	N	0
14	Lake Superior College 2101 Trinity Road Duluth, Wisconsin 55811 Phone : 2187337612 Email : <a href="mailto:careerservices@lsc.edu">careerservices@lsc.edu</a> Kaitlyn Steffen	Y	0
15	Linked In	N	1

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16	Marywood University 2300 Adams Avenue Scranton, Pennsylvania 18509 Phone : 570-348-6247 Email : careerservices@marywood.edu Career Services	Y	0
17	Medialine PO Box 51909 Pacific Grove, California 93950 Phone : 800-237-8073 Url : <a href="http://www.medialine.com">http://www.medialine.com</a> Email : medialine@medialine.com Mark Shillstone	N	1
18	Minnesota Broadcasters Association 3033 Excelsior Blvd Suite 301 Minneapolis, Minnesota 55416 Phone : 612-926-8123 Email : llasere@minnesotabroadcasters.com Linda Lasere	Y	0
19	Northland College 1411 E. Ellis Avenue Ashland, Wisconsin 54806 Phone : 715-682-1699 Email : pfen-lei@northland.edu Patti Fenner-Lerno	Y	0
20	QMI - Lesley Van Ness 130 S 5th St Quincy, Illinois 62306 Phone : 217-221-3418 Url : <a href="http://www.quincymediareers.com">www.quincymediareers.com</a> Email : lvanness@quincymedia.com Lesley Van Ness	N	0
21	Sportscasters Talent Agency of America Online Agency Minnesota Phone : 949-648-7822 Url : <a href="http://www.staatalent.com">http://www.staatalent.com</a> Email : jon@staatalent.com Jon Chelesnik	Y	0

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22	TV Jobs PO Box 4116 Oceanside, California 92052 Phone : 760-754-8177 Url : <a href="http://www.tvjobs.com">http://www.tvjobs.com</a> Mark Halloway Manual Posting	N	1
23	University of Minnesota Duluth 22 Solon Campus Center Duluth , Minnesota 55812 Phone : 2187267985 Career Center	N	2
24	University of Wisconsin - Green Bay 2420 Nicolet Drive Green Bay, Wisconsin 54311 Email : <a href="mailto:careers@uwgb.edu">careers@uwgb.edu</a> Linda Peacock-Landrum	Y	0
25	University of Wisconsin - Superior PO Box 2000 Superior, Wisconsin 54880 Phone : 715-394-8406 Email : <a href="mailto:vnsc@uwsuper.edu">vnsc@uwsuper.edu</a> Kathy Pykkonen	N	0
26	University of Wisconsin School of Journalism 821 University Avenue Vilas Hall Madison, Wisconsin 53706 Phone : 608-262-3690 Url : <a href="https://journalism.wisc.edu/career-services/for-em">https://journalism.wisc.edu/career-services/for-em</a> Beth Horstmeier Manual Posting	Y	0
27	WAOW-Aimee Paszkot 1908 Grand Avenue Wausau, Wisconsin 54403 Phone : 7158480195 Url : <a href="http://www.waow.com">www.waow.com</a> Email : <a href="mailto:kher@waow.com">kher@waow.com</a> Aimee Paszkot	N	0

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28	WBA 44 E Mifflin St Ste 900 Madison, Wisconsin 53703 Phone : 608-255-2600 Url : <a href="http://www.wi-broadcasters.org">http://www.wi-broadcasters.org</a> Michelle Vetterkind Manual Posting	Y	0
29	WBNG - Kate Garger 560 Columbia Drive Johnson City, New York 13790 Phone : 607-584-7223 Url : <a href="http://www.wbng.com">http://www.wbng.com</a> Email : <a href="mailto:cgarger@wbngtv.com">cgarger@wbngtv.com</a> Kate Garger	N	0
30	WEEK - Teddi Stonesifer 2907 Springfield Road East Peoria, Illinois 61611 Phone : 3096983784 Email : <a href="mailto:tstonesifer@week.com">tstonesifer@week.com</a> Teddi Stonesifer	N	0
31	WGEM- Terri Stutheit 513 Hampshire St. PO Box 80 Quincy, Illinois 62306 Phone : 217-228-6621 Email : <a href="mailto:tstutheit@wgem.com">tstutheit@wgem.com</a> Terri Stutheit	N	0
32	WHIG- Christina Wilson PO Box 909 Quincy, Illinois 62306 Phone : 217-221-3409 Email : <a href="mailto:cbwilson@qni.biz">cbwilson@qni.biz</a> Christina Wilson	N	0
33	WI Technical College System 345 W Washington Avenue Madison, Wisconsin 53705 Phone : 715-394-6677 Url : <a href="http://www.wisconsintechconnect.com">http://www.wisconsintechconnect.com</a> Angela Scott Manual Posting	Y	0

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34	Winona State University /Phelps PO Box 5838 Winona, Minnesota 55987 Phone : 507-457-5000 Email : srinn@winona.edu Sheila Rinn	Y	0
35	WKOW- Bonnie Beer 5727 Tokay Blvd Madison, Wisconsin 53719 Phone : 608-661-2767 Url : <a href="http://www.wkow.com">http://www.wkow.com</a> Email : bbeer@wkow.com Bonnie Beer	N	0
36	WPTA-Cindy Bennett 3401 Butler Road Fort Wayne, Indiana 46808 Phone : 260-407-0064 Url : <a href="http://www.21alive.com">www.21alive.com</a> Email : cindyb@incnow.tv Cindy Bennett	N	0
37	WREX - Theresa Wesseln PO Box 530 Rockford, Illinois 61105 Phone : 815-335-7856 Email : twesseln@wrex.com Theresa Wesseln	N	0
38	WVVA- Audrey Sluss 3052 Big Laurel Hwy Bluefield, West Virginia 24701 Phone : 304-324-0659 Email : asluss@wvva.com Audrey Sluss	N	0
39	<a href="http://www.mediagignow.com">www.mediagignow.com</a> 300 South Riverside Plaza Suite 800 Chicago, Illinois 60606 Phone : 336-553-0620 Url : <a href="http://www.mediagignow.com">http://www.mediagignow.com</a> Email : customerservice@mediagignow.com MediaGigNow.com	N	0

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40	WXOW/WQOW- Theresa Wopat PO Box 3119 LaCrosse, Wisconsin 54602 Phone : 507-895-9872 Email : twopat@wxow.com Theresa Wopat	N	0
<b>TOTAL INTERVIEWS OVER REPORTING PERIOD:</b>			<b>27</b>



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**III. RECRUITMENT INITIATIVES**

	<b>Date</b>	<b>Type of Recruitment Initiative (Menu Selection)</b>	<b>Brief Description Of Activity</b>	<b>No. of Stations Participants</b>	<b>Participant Title</b>
1	11/19/2020	Participation in events sponsored by community groups	KBJR's Chief Meteorologist spoke to a group of students at Churchhill Elementary School in Cloquet, Minnesota about his experience and daily duties working as a meteorologist at KBJR on November 19, 2019.	1	Chief Meteorologist
2	11/30/2020	Provision of training to management	The station's parent company, Quincy Media, Inc., has made available (on a mandatory basis) to the station a series of workplace training courses (video modules) created by Kantola Training Solutions. These modules are intended to educate employees and managers about non-discrimination, harassment, and other workplace-related issues. All personnel at the station are required to participate and complete Kantola modules on a regular basis. Each module is followed by a quiz, which must be completed. Certificates of completion are maintained in personnel files of managers and non-managers alike. As of November 30, 2020, all employees at the station were required to participate in a session entitled "Harassment Prevention: A Commonsense Approach - Employee." This course required each employee to individually view an online presentation lasting approximately 20 minutes, followed by a 10 question quiz. The modules provide a different viewpoint depending on whether the individual is a manager or non-manager; in that way both managers and non-managers are provided with training appropriate to their relative position.	3	Creative Services Director Admin and HR Manager General Manager

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3	2/8/2021	Provision of training to management	Ben Read, Creative Services Director participated in a virtual seminar on 2/8/21 that covered topics about Local TV stations have long promoted their news and other programming to audiences. But how well have they marketed their brands? How well are they positioning their programming in a media environment increasingly filled with targeted channels and streaming services? What do leading media industry marketers suggest TV stations do to enhance their marketing? Moderator: Ken Werner, former president, Warner Bros. Domestic Television.	1	Creative Services Director
4	3/24/2021	Provision of training to management	Kayla Martin, Administrative and Human Resources Manager participated in an virtual seminar on 3/24/21. It covered the topic of how the FCC has continued to enforce its EEO rules, reviewing a station's compliance both in connection with its license renewal and through periodic audits. Stations still need to engage in wide dissemination of information about job openings and engage in specified outreach activities designed to educate their communities about broadcast employment and to train employees for advancement in their broadcast careers, even if they have no job openings.	1	Admin and HR Manager

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5	6/1/2021	Establishment of an intern program designed to assist members of the community	KBJR-TV offers a paid internship program called Quinternships. The purpose behind the Quinternship program is to offer students in the field of journalism, broadcasting, communication and related fields the opportunity to gain hands-on experience in broadcast television, radio and digital media. Students who participate will gain a wide variety of practical experience and will receive an hourly wage. The company strives to offer this opportunity to a diverse group of college students. Each Quintern is assigned a mentor and there is a curriculum for each position. KBJR had three Quintern during the summer period of 2021.	1	News Director